



SEARCHING TOGETHER TO FIND THE FUTURE

# Environmental Policy.

**Charlton  
Morris.**

## **Charlton Morris is a global talent solutions business serving markets within the industrial, life science and medical sectors.**

As a global community, we face ecological emergencies, with climate change being one of the biggest threats to societies and economies. We recognise the impact of our operational activity on the environment and see active environmental stewardship as a requirement to maintain the health, well-being, and prosperity of the people, businesses, and communities we serve.

This policy acknowledges our responsibility to preserve and protect the environment and outlines our commitments and actions to continuously lower and minimise our environmental impact.

### **Our Commitments.**

- Manage our decarbonisation efforts in line with internationally recognised climate ambition.
- Reduce our consumption of resources and increase their efficient use.
- Prevent pollution and contamination.
- Handle our waste following the principles of the waste hierarchy.
- Give due consideration to environmental and energy performance in our office buildings' location, design, and use.
- Prioritise suppliers that meet environmental criteria in the procurement of goods and services.
- Encourage and support the use of low-impact travel and commute options.
- Promote environmental awareness and active stewardship across the business.
- Integrate comprehensive environmental management best practices into our business.
- Implement environmental considerations into key business decisions.
- Operate by environmental laws and regulations and, where appropriate, exceed their minimum requirements.

### **Our Actions.**

- Review our business activities and operations to identify, measure and evaluate all direct and indirect environmental impacts.
- Set objectives and quantifiable targets to continuously improve our most significant environmental impact areas and reduce our carbon footprint.
- Allocate resources to investigate, implement, and manage low-impact measures and initiatives.
- Provide information, resources, training, and support to our people and convey their roles and responsibilities as stewards of the environment.
- Engage our suppliers, service partners, landlords and their agents in delivering our commitments and work in partnership to reduce the overall environmental impact.
- Disclose our progress and challenges yearly.
- Regularly monitor and, if appropriate, revise this policy and accompanying environmental management practices to verify their effectiveness and validity in achieving our environmental objectives and ensure they remain in line with legislative requirements, business activities, market practices, and other relevant requirements.

